



WESTONARIA LOCAL MUNICIPALITY
INTEGRATED DEVELOPMENT PLAN (IDP) TOWARDS 2016
2012/2013 FINANCIAL YEAR

TABLE OF CONTENTS

EXECUTIVE SUMMARY

NO	CONTENTS	PAGE NO
1.	CONCISE SYNOPSIS OF THE VARIOUS SECTIONS IN THE INTEGRATED DEVELOPMENT PLAN	ii
2.	SUMMARY OF THE IDP TOWARD 2016: 2012/13 FINANCIAL YEAR.....	iv
2.1	Introduction Vision and Mission Key Performance Areas and 12 Outcomes with emphasis on Outcome 9 Councillors	iv
2.2	Background and Process	viii
2.3	Study Area	ix
2.4	Initiatives to address the Imbalances	xvi
2.5	Urban Composition	xix
2.6	Budget 2012/13 Financial Year	xxiv
2.7	Conclusion	xxix

SECTION A

MANDATE

A 1.	INTRODUCTION.....	1
A 2.	DESCRIPTION OF THE MUNICIPALITY.....	6
A 3	RISK MANAGEMENT.....	10
A 4.	PLANNING TOWARDS 2016 – SWOT ANALYSIS	13
A 5.	LEGAL FRAMEWORK.....	24
A 6.	PROCESS PLAN.....	29
A 7.	MECHANISMS AND PROCEDURES FOR COMMUNITY STAKEHOLDER PARTICIPATION.....	37
A 8.	MEC COMMENTS.....	46



**WESTONARIA LOCAL MUNICIPALITY
INTEGRATED DEVELOPMENT PLAN (IDP) TOWARDS 2016
2012/2013 FINANCIAL YEAR**

TABLE OF CONTENTS

SECTION B

SITUATION ANALYSIS

NO	ITEM	PAGE NO
B 1.	DEMOGRAPHICS.....	51
B 2.	INFRASTRUCTURE.....	59
B 3.	ECONOMY AND LABOUR.....	65
B 4.	ENVIRONMENTAL ANALYSIS.....	70
B 5.	SPATIAL DEVELOPMENT FRAMEWORK.....	75
B 6.	SOCIAL DEVELOPMENT ANALYSIS.....	76
B 7.	WARD ANALYSIS.....	82
B 8.	REGISTER OF COMMUNITY NEEDS	103
B 9	SWOT ANALYSIS.....	126

SECTION C

VISION, MISSION AND STRATEGIC OBJECTIVES

NO	ITEM	PAGE NO
C 1	STATEMENTS AND DOCUMENTS CONSIDERED	129
C 1.1	National Context	129
C 1.2	Provincial Context	131
C 2	ALIGNMENT BETWEEN WEST RAND DISTRICT MUNICIPALITY AND WESTONARIA LOCAL MUNICIPALITY.....	136
C 2.1	National Spatial Development Perspective	136
C 2.2	Twelve Key Outcomes	137
C 2.3	National Growth Path (2010)	137
C 2.4	Gauteng Employment Growth and Development Strategy (GEGDS).....	138
C 2.5	Gauteng Tourism Development Strategy	138
C 2.6	Gauteng Global City Region Strategy	140
C 2.7	Overview and Vision 2016 and Green IQ	140
C.3	WEST RAND MACRO PERSPECTIVE	144
C 3.1	Vision of WRDM	144
C 3.2	Mission of WRDM	144
C 3.3	Core Values	144



WESTONARIA LOCAL MUNICIPALITY
INTEGRATED DEVELOPMENT PLAN (IDP) TOWARDS 2016
2012/2013 FINANCIAL YEAR

TABLE OF CONTENTS

C.3.4	Strategic Objectives	144
-------	--------------------------------	-----

NO

ITEM

C.4	WESTONARIA PERSPECTIVE	145
C 4.1	Vision	145
C 4.2	Strategic Mission	145
C 4.3	Core Values	146
C 4.4	Strategic Goals	146

SECTION D
DEVELOPMENT STRATEGIES, PROGRAMMES AND PROJECTS

NO	ITEM	PAGE NO
D 1	FUNCTION ACCORDING TO KEY SECTORS	148
D 1.1	PHYSICAL	148
1.1.1	Land Use Management	149
1.1.2	Infrastructure Services	149
D 1.2	SOCIAL SERVICES	154
1.2.1	Community Services	154
D 1.3	ECONOMIC SERVICES	161
1.3.1	Financial Services	161
D 1.4	INSTITUTIONAL SERVICES	164
1.4.1	Corporate Services	164
1.4.2	Office of the Municipal Manager	170
1.4.3	Office of the Executive Mayor	174
1.4.4	Office of the Speaker	176
D 2	ORGANISATIONAL STRUCTURE	178
D 3	INSTITUTIONAL ANALYSIS	179
D 3.1	Employment Equity Plan	179
D 3.2	Political Structure	179



WESTONARIA LOCAL MUNICIPALITY
INTEGRATED DEVELOPMENT PLAN (IDP) TOWARDS 2016
2012/2013 FINANCIAL YEAR

TABLE OF CONTENTS

NO	ITEM	PAGE NO
D 3.3	Staff Complement	179
D 3.4	Unions	180
D 3.5	Workplace Skills Plan	180
D 4	SPECIAL PROJECTS AND INITIATIVES	183
D 4.1	Project Management Unit (PMU)	183
D 5	LOCAL ECONOMIC DEVELOPMENT	186
D 5.1	Introduction	186
D 5.2	Reviving of the LED Projects	186
D 5.3	LED Implementation Framework	189
D 5.4	LED Institutional Arrangements, Monitoring Evaluation	189
D 6	COOPERATIVES	191
D 7	GAUTENG PLATO PROJECT	191

SECTION E

SPATIAL DEVELOPMENT FRAMEWORK

NO	ITEM	PAGE NO
E 1	WEST RAND MACRO SPATIAL PERSPECTIVE.....	195
E 2	SPATIAL DEVELOPMENT FRAMEWORK WESTONARIA LOCAL MUNICIPALITY	199
E 3	FUTURE DEVELOPMENTS.....	203
E 3.1	Westonaria Borwa	203
E 3.2	Syferfontein.....	203
E3.3	Protea West Industrial Park.....	204

SECTION F

FINANCIAL PLANNING

NO	ITEM	PAGE NO
F 1.	INTRODUCTION.....	208
F 2.	BUDGET 2012/13 TO ADDRESS THE CHALLENGES...	208
F 2.1	Executive Summary of Budget Report	208
F 2.2	Operational Revenue Framework	211



WESTONARIA LOCAL MUNICIPALITY
INTEGRATED DEVELOPMENT PLAN (IDP) TOWARDS 2016
2012/2013 FINANCIAL YEAR

TABLE OF CONTENTS

NO	ITEM	PAGE NO
F 2.3	Operational Expenditure Framework	222
F 2.4	Capital Budget	224
F 2.5	Future Operation Costs of new Infrastructure	226
F 3.	MUNICIPAL BUDGET AND REPORTING	226
F3.1	Municipal Public Accounts Committee (MPAC)	226
F3.2	Budget Steering Committee	227
F 3.3	Audit Committee.....	227
F 3.4	Municipal Infrastructure Grant (MIG)	229

SECTION G

DISASTER MANAGEMENT

NO	ITEM	PAGE NO
G 1	LETTER OF PROMULGATION	231
G 2	EXECUTIVE SUMMARY: THE DISASTER PLAN	232
G 2.1	Introduction	232
G 2.2	Municipal Mitigation Monitoring Task Team (MMMTT)	233
G 2.3	MMMTT: Terms of Reference	233
G 3	COMPOSITION OF ADVISORY COMMITTEE	234
G 4	CONTACT DETAILS OF PERSONNEL IN KEY POSITIONS	235
G 5	DEPARTMENTAL DISASTER MANAGEMENT PLANS ...	236
G 6	PUBLIC PARTICIPATION	236
G 7	CONCLUSION	237



WESTONARIA LOCAL MUNICIPALITY
INTEGRATED DEVELOPMENT PLAN (IDP) TOWARDS 2016
2012/2013 FINANCIAL YEAR

TABLE OF CONTENTS

SECTION H

PERFORMANCE MANAGEMENT

NO	ITEM	PAGE NO
H 1	INTRODUCTION.....	240
H 1.1	Policy Background.....	240
H 1.2	Key Concepts.....	240
H 1.3	Delegations, Responsibilities and Internal Institutional Arrangements.....	241
H 2	THE PERFORMANCE MANGEMENT SYSTEM AND PROCESS.....	243
H 2.1	Planning for Performance.....	243
H 2.2	Key Performance Areas.....	243
H 2.3	Setting Objectives.....	243
H 2.4	Setting Key Performance Indicators.....	244
H 2.5	Baseline Indicators.....	245
H 2.6	Setting Performance Targets.....	245
H 2.7	Assigning Responsibility.....	245
H 2.8	Linking the process to the budget.....	245
H 2.9	Indicators and strategies developed will inform the budget	245
H 2.10	Budget Allocations.....	245
H 3	MONITORING PERFORMANCE.....	246
H 3.1	Measuring Performance.....	246
H 3.2	Reviewing Performance.....	247
H 3.3	Reporting on Performance.....	247
H 3.4	Auditing and Quality Control.....	247
H 4	PERFORMANCE AGREEMENTS FOR SECTION 57 EMPLOYEES.....	248
H 4.1	Purpose of Performance Agreement.....	248
H 4.2	Commencement and duration.....	249
H 4.3	The Performance Agreement.....	249
H 4.4	The Performance Plan sets out.....	249
H 5	EVALUATING PERFORMANCE.....	250
H 6	THE ANNUAL PERFORMANCE APPRAISAL.....	252
H 7	EVALUATION STRUCUTRES.....	253
H 8	SCHEDULE FOR PERFORMANCE REVIEWS.....	254



WESTONARIA LOCAL MUNICIPALITY
INTEGRATED DEVELOPMENT PLAN (IDP) TOWARDS 2016
2012/2013 FINANCIAL YEAR

TABLE OF CONTENTS

NO	ITEM	PAGE NO
H 9	MANAGEMENT OF EVALUATION OUTCOMES.....	255
H 10	DISPUTE RESOLUTION	255
H 11	DEVELOPMENT PLAN.....	256
H 12	OBLIGATIONS OF THE EMPLOYER	256
H 13	CONSULTATION.....	257
H 14	GENERAL.....	257
H 15	ORGANISATIONAL SCORECARD 2012/13.....	258

SECTION I

PRIVATE INITIATIVES AND SECTOR DEPARTMENTS

NO	ITEM	PAGE NO
I 1	INTRODUCTION.....	266
I 2	PRIVATE INITIATIVES.....	266
1.2.1	Westonaria Mining Forum/ Regional Mining Forum.....	
I 3	OTHER DEVELOPMENTS ON THE WEST RAND.....	268
I 3.1	Droogeheuvel, Middelvlei, Westonaria Borwa	268
I 3.2	Simunye Ext 2	271
I 3.3	Glenharvie Ext 8	271
I 3.4	Thusanang	271
I 3.5	Protea Ext 23	271
I 3.6	Z Section	271
I 4	SECTOR DEPARTMENTS' INVOLVEMENT IN WESTONARIA.....	272
I 4.1.	Magistrate's Court in Simunye	272
I 4.2	Library in Simunye	272
I 4.3	Schools.....	273
I 4.4	Bekkersdal Renewal Project (BRP): 2008 – 2014..... Projects and Progress	274



WESTONARIA LOCAL MUNICIPALITY
INTEGRATED DEVELOPMENT PLAN (IDP) TOWARDS 2016
2012/2013 FINANCIAL YEAR

TABLE OF CONTENTS

SECTION J

PRIORITY PROJECTS

NO	ITEM	PAGE NO
J 1	PROJECT MANAGEMENT UNIT.....	278
J 2	ALL DEPARTMENTS OF COUNCIL.....	278
J 3	PRIORITY PROJECTS: 2012/2013	279
	Infrastructure Services	
	Community Services	
	Corporate Services.....	
	Financial Services.....	

SECTION K

**PROPOSED PROJECTS FOR FUTURE
IMPLEMENTATION**

NO	ITEM	PAGE NO
K 1	PROPOSED PROJECTS FOR 2012/13	287
